

Senior Policy Advisor, Sports Grounds Safety Authority

Secondment opportunity

Position: Senior Policy Advisor, Sports Grounds Safety Authority

Start Date: As soon as possible, ideally September 2018

Appointment type: 2 year secondment

Grade: Grade 7 (for civil servants, this post is open to permanent Grade 7s and SEOs, HEOs and HEO(D)s on temporary promotion)

Salary: £48,169 – £56,243

Manager of post: Martyn Henderson, Interim Chief Executive

Location: SGSA HQ, London Blackfriars

Flexible working: The SGSA supports flexible working, with the option to work from home for 1 or 2 days per week. Job share arrangements would also be considered.

Deadline for applications: 19th August 2018

About the SGSA

The SGSA (formerly the Football Licensing Authority) is the UK Government's expert body on spectator safety at sports grounds. Set up after the Hillsborough disaster, our purpose is to ensure sports grounds are safe for everyone. Every weekend we help millions people enjoy watching football and other sports in a safe and secure environment.

To achieve this, we work with the 92 Football clubs in the Premier League and the Football League, Wembley Stadium and Principality Stadium, as well as local authorities, the Premier League, the Football League and the FA to ensure safety is prioritised. We write guidance including the Guide to Safety at Sports Grounds ("the Green Guide") and carry out a range of statutory functions in relation to football in England and Wales and advisory functions in relation to other sports both within the UK and internationally. Our core statutory functions are set out in the Football Spectators Act 1989 and the Sports Grounds Safety Authority Act 2011. We have an important statutory responsibility to regulate local authorities

in their oversight of safety at the 92 football clubs in the Premier League and the Football League, and at Wembley and the Principality Stadium football grounds. We also issue licences to those 94 stadia to enforce the Government's all-seater policy.

The UK's expertise on sports ground safety is respected globally. Our core guidance document, the Green Guide, is used internationally by stadia designers, architects and others working in sport safety and is considered to set the standard in safety at sports grounds. We are publishing a new sixth edition of the Guide later this year.

The SGSA is an arms' length body of around 20 people with an annual budget of around £1.5 million. We are a small, dynamic team with London HQ at Blackfriars and other inspectorate staff working from home across the country.

Current context

In 2011 the Sports Grounds Safety Authority Act enabled us to provide advice to sports other than football, and to countries around the world. Over the last five years we have expanded our work with other sports in the UK and explored international opportunities working with countries including Australia, Uruguay and Brazil on projects to provide advice on safety at sports grounds whilst continuing to perform our regulatory role in the UK.

On 1st February 2016 we published a new organisational strategy. This reflects the Government's aspiration for us to generate income including taking a more commercial approach to providing our advisory services to off-set the organisation's costs and reduce the grant-in-aid funding we receive. The strategy is clear that in becoming more commercial we will not compromise our core values of integrity and independence, which are an important organisational strength. We will be a non-profit organisation, generating income which is reinvested in our front line services. To achieve this, we are growing our international and advisory work in a more commercial way.

Last year we consulted on a wider understanding of the definition of safety in relation to the scope of safety certificates issued by local authorities to football grounds. This widened the previously understood scope to include protection from the risks of terrorist activity, among other things. We are working closely with local authorities and football sector to embed this approach.

Persistent standing in seated areas is an issue of significant concern to the SGSA. We are concerned about the safety challenges of large numbers of spectators standing in seated areas, which are not designed for standing. This is a long-standing issue in the sector and in the last year we have been focussing on the issue and seeking a way forward for the resolution of the safety risks it presents.

The Government's all-seater policy has been under increased scrutiny in recent months, culminating in a debate in Parliament on 25th June. At this debate the Sports Minister, Tracey Crouch MP, announced that Government would be commissioning an external analysis of the evidence in relation to the all-seater policy. The scope of the work will be defined in conjunction with the SGSA.

Role details

This is an exciting opportunity to work in a delivery environment leading on several areas of developing policy and being a member of the Executive Team. You will work directly to the Chief Executive, overseeing a fast-paced programme of work which will see you design and deliver new policies and processes. Working at the heart of a small, flexible organisation, you will use your strong policy skills to help create safe and enjoyable experiences for football and other sports fans across England and Wales.

The successful applicant's responsibilities will include:

- Leading on the SGSA's input to the Government's analysis of evidence relating to the all-seater policy, which was announced by the Sports Minister on 25th June. This will involve working closely with DCMS policy colleagues, identifying relevant evidence and ensuring the SGSA's technical expertise is fully utilised in this piece of work.
- Leading the organisation's policy relationship with the Department for Digital, Culture, Media and Sport.
- Being a core member of the organisation's Executive Team, which has responsibility for leading the organisation and delivering the new strategy.
- Working across the organisation to oversee implementation of the SGSA's plans in relation to standing in seated areas (persistent standing). This will include specifically leading on:
 - Our approach to persistent standing within the licences we issue to grounds
 - Our approach to persistent standing in relation to our oversight of local authorities
 - Researching and documenting different approaches to reducing the safety risks from persistent standing
- Management of a secondee or consultant developing the SGSA's evidence and data strategy, which sets out how we will use data more effectively to inform our policies and regulatory approach.
- Management of a Fast Stream secondee and PhD research student.

- Identifying regulatory best practice and bringing it into the organisation to modernise our regulatory approach.
- Leading on the Enterprise Act, engagement with the Better Regulation Executive, and assessing the need for and undertaking impact assessments of policies and procedures as needed.
- Working with stakeholders to undertake a review of the impact of the SGSA's wider understanding of safety.
- Leading on implementation of the SGSA's formal risk-based approach to regulation as it beds in during its first year.
- Engagement with the FA, Premier League and English Football League.
- Leading on the SGSA's approach to matters of accessibility at sports grounds, including convening round-table meeting with the Equality and Human Rights Commission, Office for Disability Issue, Level Playing Field (charity) and DCMS.
- Other ad-hoc policy work as it arises.

There will also be opportunities to get involved in other areas of the organisation's activities, including working with sports organisations, communications, commercial activity, risk management and business planning. The SGSA is a small organisation with many opportunities to get involved in a diverse range of activities. We are very happy to discuss how we can tailor the role to individual's development priorities.

Skills and competencies

The following [Civil Service Framework](#) competencies are essential for the role:

- **Seeing the big picture:** In order to formulate effective policy and position the SGSA effectively in relation to the Government's analysis of evidence on the all-seater policy, the successful applicant will need to identify the implications of strategic priorities in Government to ensure plans and policies reflect these.
- **Making effective decisions:** In order to come to the right outcomes for the SGSA, the successful applicant will need to identify the main issues in complex problems and weigh the complexities involved pragmatically against the need to act.
- **Leading and communicating:** In order to help lead these important pieces of work, the successful applicant will need to be able to clarify purpose and direction, while listening to and responding to the views of others. This work

will require someone who can drive it forward proactively, with an ability to persuade others on complex topics. The role will involve communicating with technical experts to explain the policy process and harness their expertise. As manager of secondee and fast stream colleagues, the successful applicant will need to be able to set direction and support others to achieve the outcomes needed.

- **Collaborating and partnering:** In order to draw fully on the existing expertise of the SGSA to deliver its new policies, the successful applicant will need to work closely with experienced internal experts and take an open approach to consultation and involvement of others. They will need to develop effective working relationships with colleagues at the Department for Digital, Culture, Media and Sport and with football stakeholders.
- **Delivering at pace:** The successful applicant will need to deliver a complex programme of work to challenging timescales. The successful candidate will need to hit the ground running.

At least 2 years experience of working within central Government or a Government Arms Length Body is also essential.

In addition, applicants will benefit from having:

- Strong, proven policy skills including a good understanding of the Government's approach to policy appraisal and assessment of impacts and familiarity with analytic and economic concepts.
- Experience of project or programme management.
- A high degree of self-motivation and a positive, proactive approach to contributing as part of a team.

Applicants do not need to have safety technical expertise or a background in safety at sports grounds.

How to apply

For a conversation about the role and whether it might be the right secondment for you, please contact Daniel.heath@sgsamail.org.uk

To apply for this role please provide::

- Your CV detailing relevant experience; and

- A two-page statement of suitability for the role, setting out how you meet the skills and competencies set out above. It should also explain why you are interested in the role.

Responses should be submitted to Daniel.heath@sgsamail.org.uk by 19th August 2018.

Sifted candidates will be invited to interview. Feedback will only be provided to candidates who are interviewed.

Other terms and conditions

Civil Service terms and conditions apply, analogous with those of staff at the Department for Culture, Media and Sport

Hours of work: 36 hours per week not including meal breaks

Annual leave provision: 25 days plus public and privilege days, subject to negotiation if current annual leave is higher

Pension arrangements: Principle Civil Service Pension Scheme